



New South Wales Tennis Association Limited
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10 August 1999

Noel Callaghan

REDACTED

Dear Noel

Allegations of Misconduct

Further to my email to you this morning and the discussions between myself and our lawyer with your lawyer, Stephen Healy, I confirm that Tennis New South Wales ("TNSW") has been informed of allegations of misconduct by you.

The allegations made by [BXJ] are detailed in the following documents which are enclosed with this letter:

- (a) Notes of meeting held on 3 August 1999;
- (b) Letter dated 29 July 1999 from [REDACTED] and [BxB] re: Noel Callaghan - Issues Presented by [BXJ];
- (c) Letter dated 29 July 1999 from [REDACTED], [BxB] & [BXJ] re: Noel Callaghan.
- (d) Memo To Whom It May Concern [REDACTED] Family Background.
- (e) Memo To Whom It May Concern Parents Thoughts

TNSW considers these allegations to be serious has decided as your employer it must investigate them. The Board has appointed TNSW's lawyers, Rigby Cooke, to carry out the investigation as quickly as possible. This investigation will involve obtaining further information and particulars from [BXJ] and others. If any new allegations or changes to the above allegations are made you will of course be advised and be given the chance to respond to them.

You will be required to attend a meeting to respond to the allegations and I will contact you shortly to advise of the time and place. You may attend this meeting with your legal representative if you wish.

You must be aware that these allegations are serious and could, depending on the investigation, result in disciplinary action and or the termination of your employment.

You should keep the fact that allegations have been made, and the nature of them confidential to yourself and your advisors. If this matter is discussed outside of the investigation it may prejudice it which is in no-ones interests.

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TNSW wishes to ensure it carries out a fair and thorough process and to resolve it as quickly as possible. If you have any questions please contact me or your lawyer, Stephen Healy may contact our lawyers, Maria Shand at Rigby Cooke, on (REDACTED)

Yours sincerely



Craig Watson
Chief Executive

Cc Stephen Healy
Solomon Garland Partners